

Senate Engrossed

**FILED**

**JANICE K. BREWER  
SECRETARY OF STATE**

State of Arizona  
Senate  
Forty-eighth Legislature  
Second Regular Session  
2008

CHAPTER 259

# **SENATE BILL 1253**

AN ACT

AMENDING TITLE 41, CHAPTER 4, ARTICLE 1, ARIZONA REVISED STATUTES, BY ADDING  
SECTION 41-705; RELATING TO STATE EMPLOYEES.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 41, chapter 4, article 1, Arizona Revised Statutes,  
3 is amended by adding section 41-705, to read:

4 41-705. State employee living donor leave; definitions

5 A. AN EMPLOYEE IS ENTITLED TO A LEAVE OF ABSENCE FOR THE TIME  
6 SPECIFIED FOR THE FOLLOWING PURPOSES:

7 1. FIVE WORK DAYS TO SERVE AS A BONE MARROW DONOR FOR A BONE MARROW  
8 TRANSPLANT IF THE EMPLOYEE PROVIDES THE EMPLOYEE'S EMPLOYER WITH WRITTEN  
9 VERIFICATION THAT THE EMPLOYEE IS TO SERVE AS A BONE MARROW DONOR.

10 2. THIRTY WORK DAYS TO SERVE AS AN ORGAN DONOR FOR A HUMAN ORGAN  
11 TRANSPLANT IF THE EMPLOYEE PROVIDES THE EMPLOYEE'S EMPLOYER WITH WRITTEN  
12 VERIFICATION THAT THE EMPLOYEE IS TO SERVE AS AN ORGAN DONOR.

13 B. AN EMPLOYEE WHO IS GRANTED A LEAVE OF ABSENCE PURSUANT TO THIS  
14 SECTION IS ENTITLED TO RECEIVE BASE PAY WITHOUT INTERRUPTION DURING THE LEAVE  
15 OF ABSENCE. FOR THE PURPOSE OF DETERMINING SENIORITY, PAY OR PAY ADVANCEMENT  
16 AND PERFORMANCE AWARDS AND FOR THE RECEIPT OF ANY BENEFIT THAT MAY BE  
17 AFFECTED BY A LEAVE OF ABSENCE, THE SERVICE OF THE EMPLOYEE IS CONSIDERED  
18 UNINTERRUPTED BY THE LEAVE OF ABSENCE.

19 C. THE EMPLOYER SHALL NOT PENALIZE AN EMPLOYEE FOR REQUESTING OR  
20 OBTAINING A LEAVE OF ABSENCE PURSUANT TO THIS SECTION.

21 D. FOR THE PURPOSES OF THIS SECTION:

22 1. "BONE MARROW" MEANS THE SOFT MATERIAL THAT FILLS HUMAN BONE  
23 CAVITIES.

24 2. "BONE MARROW TRANSPLANT" MEANS THE MEDICAL PROCEDURE BY WHICH  
25 TRANSFER OF BONE MARROW IS MADE FROM THE BODY OF A PERSON TO THE BODY OF  
26 ANOTHER PERSON.

27 3. "EMPLOYEE" MEANS A PERSON EMPLOYED IN A POSITION IN ANY OFFICE,  
28 BOARD, COMMISSION OR DEPARTMENT IN STATE GOVERNMENT, A PERSON EMPLOYED BY THE  
29 JUDICIARY OR A PERSON EMPLOYED BY A UNIVERSITY UNDER THE JURISDICTION OF THE  
30 ARIZONA BOARD OF REGENTS OR A COMMUNITY COLLEGE DISTRICT.

31 4. "HUMAN ORGAN TRANSPLANT" MEANS THE MEDICAL PROCEDURE BY WHICH  
32 TRANSFER OF AN ORGAN OR PART OF AN ORGAN IS MADE FROM THE BODY OF A PERSON TO  
33 THE BODY OF ANOTHER PERSON.

34 5. "ORGAN" MEANS HUMAN ORGANS OR PARTS OF AN ORGAN THAT ARE CAPABLE OF  
35 BEING TRANSFERRED FROM THE BODY OF A PERSON TO THE BODY OF ANOTHER PERSON.


APPROVED BY THE GOVERNOR JUNE 6, 2008.

FILED IN THE OFFICE OF THE SECRETARY OF STATE JUNE 6, 2008.

Passed the House May 28, 20 08,

by the following vote: 43 Ayes,


16 Nays, 1 Not Voting

  
Speaker of the House  
Cheryl Lamber  
Pro Tempore  
Assistant Chief Clerk of the House

Passed the Senate March 18, 20 08,

by the following vote: 28 Ayes,

1 Nays, 1 Not Voting

  
President of the Senate  
Charmine Ballington  
Secretary of the Senate

EXECUTIVE DEPARTMENT OF ARIZONA  
OFFICE OF GOVERNOR

This Bill was received by the Governor this

2nd day of June, 20 08

at 12:54 o'clock P. M.

  
Secretary to the Governor

Approved this 6 day of

June, 20 08,

at 10:05 o'clock A. M.

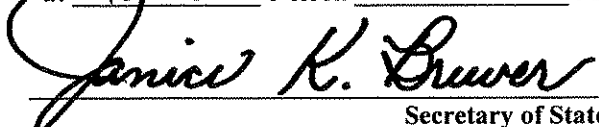
  
Governor of Arizona

S.B. 1253

EXECUTIVE DEPARTMENT OF ARIZONA  
OFFICE OF SECRETARY OF STATE

This Bill was received by the Secretary of State

this 6 day of June, 2008,

at 12:59 o'clock P. M.  
  
Secretary of State